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4. ALL BEGINNING	AND ENDING DATES OF AVAIL	ABILITY OF MODIFIED	REGULATIONS AN	ID/OR MATE	ERIAL ADDED TO	THE RULEMA	KING FILE (Cal. Code	Regs. title 1, §44	and Gov. Code §11347.1)
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Effective Jan	nuary 1, April 1, July 1, or Gov. Code §11343.4(a))	Effect	ive on filing with		§100 Changes Regulatory Effe		Effective other (Specify	a)	
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Departmen	nt of Finance (Form STD. 3	99) (SAM §6660)			Fair Political	Practices C	ommission		State Fire Marshal
Other (Spe	cifv)								
7. CONTACT PER					NE NUMBER		FAX NUMBER (C	Optional)	E-MAIL ADDRESS (Optional)
Gabriela Vei	ntura Gonzales			(916) 2	228-8477				gabriela.ventura@covered.ca.gov
of the	y that the attached regulation(s) ident and correct, and t	ified on this f	orm, that t	he info	rmation sp	pecified	on this form	For use by	y Office of Administrative Law (OAL) only
or a de	signee of the head	of the agency	y, and am a	uthoriz	ed to mak	ce this ce	rtification.		
	AGENCY HEAD OR DESIG	_// _ /			DATE				
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	ND TITLE OF SIGNATORY , Executive Directo	r							
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Re-Adopt 10 C.C.R. § 6456

Fingerprinting and Criminal Record Checks.

§ 6456. Fingerprinting and Criminal Record Checks.

- (a) Definitions. For purposes of this section, the following terms shall have the following associated meanings:
- (1) Federal Tax Information or FTI: return or return information as defined in 26 U.S.C. § 6103(b)(1)-(2).
- (2) Personal Identifying Information or PII: information which can be used to distinguish or trace an individual's identity such as their name, social security number, biometric records, etc. alone, or when combined with other personal or identifying information which is linked or linkable to a specific individual, such as date and place of birth, mother's maiden name, etc., consistent with the definition in Office of Management and Budget, Memorandum for the Heads of Executive Departments and Agencies, M-07-16 (May 22, 2007).
- (3) Personal Health Information or PHI: protected health information or individually identifiable health information as defined in 45 C.F.R. 160.103.
- (b) The California Health Benefit Exchange (Exchange or Covered California) shall require fingerprint images and associated criminal history information from individuals described in Government Code Section 1043(a) whose duties include or would include any of the following:
- (1) Access to Federal Tax Information.
- (2) Access to Personal Identifying Information.
- (3) Access to Personal Health Information.
- (4) Access to confidential or sensitive information provided by a member of the public including, but not limited to, a credit card account number or social security number.
- (5) Access to cash, checks, or other forms of payment and accountable items.
- (6) Responsibility for the development or maintenance of the CalHEERS system and other critical automated systems of the Exchange.
- (7) Access to information technology systems of the Exchange.
- (c) Individuals whose duties require fingerprinting under paragraph (b) shall submit fingerprint images and all related information to the Department of Justice for the purpose of obtaining criminal history information as to the existence and content of a record of state or federal convictions; criminal history information as to the existence and content of a record of state or federal arrests for which the Department of Justice established that the person is free on bail or on his or her own recognizance pending trial or appeal; and criminal history information from the Department of Justice subsequent notification service, as provided pursuant to <u>Penal Code</u> Section <u>1</u>1105.2 of the <u>Penal Code</u>.
- (d) The Exchange shall, pursuant to paragraph (e), review the criminal history information of individuals whose duties require fingerprinting under paragraph (b) in order to make a determination of an individual's fitness to perform duties or functions that would include any of those specified in paragraph (b).
- (e) (1) If the state or federal level criminal records contain a conviction of a felony, misdemeanor, or pending criminal charge related to a crime of moral turpitude that is substantially related to the qualifications, functions, or duties of the specific employment sought by the applicant or employee, it

shall be justification for denial to an individual to serve in an Exchange role that requires fingerprinting. A plea of guilty or no contest, a verdict resulting in a conviction, or the forfeiture of bail, shall be a conviction pursuant to Government Code Section 1043 irrespective of a subsequent order under Penal Code Section 1203.4.

- (2) When considering criminal history information received pursuant to this section, the Exchange shall take under consideration the nature of the job held or sought, the age, nature and gravity of the offense, and any evidence of rehabilitation including evidence provided by the individual, including but not limited to participation in treatment programs.
- (f) The Exchange shall pay any costs for furnishing the fingerprints and conducting the searches of all employees and prospective employees of the Exchange.
- (g) This section does not apply to individuals identified in paragraph (b) whose appointment occurred prior to June 27, 2013.

Note: Authority cited: Section 100504, Government Code. Reference: Section 1043, Government Code; and Section 11105, Penal Code.



California Health Benefit Exchange

Board Members
Diana S. Dooley, Chair
Kimberly Belshé Paul Fearer
Susan Kennedy Robert Ross, MD

Executive Director Peter V. Lee

December 5, 2013

ADVANCE NOTICE OF RE-ADOPTION OF EMERGENCY REGULATIONS

This notice is sent in accordance with Government Code Section 11346.1(a)(2), which requires that State of California agencies give a five-working-day advance notice of intent to file emergency regulations with the Office of Administrative Law (OAL). The California Health Benefit Exchange ("Exchange") intends to file an Emergency Rulemaking package with the Office of Administrative Law (OAL) in compliance with federal guidance applicable to State-based exchanges regarding fingerprinting and criminal background check requirements for individuals whose duties include or would include access to specified sensitive information including Personal Identifying Information, Personal Health Information, and Federal Tax Information. As required by subdivisions (a)(2) and (b)(2) of Government Code Section 11346.1, this notice appends the following: (1) the specific language of the proposed regulation and (2) the Finding of Emergency, including specific facts demonstrating the need for immediate action, the authority and reference citations, the informative digest and policy statement overview, attached reports, and required determinations.

The Exchange plans to file the Emergency Rulemaking package with OAL at least five working days from the date of this notice. If you would like to make comments on the Finding of Emergency or the proposed regulations (also enclosed), they must be received by both the Exchange and the Office of Administrative Law within five calendar days of the Exchange's filing at OAL. Responding to these comments is strictly at the Exchange's discretion.

Comments should be sent simultaneously to:

California Health Benefit Exchange Attn: Gabriela Ventura Gonzales 560 J Street, Suite 290 Sacramento, CA 95814

Office of Administrative Law 300 Capitol Mall, Suite 1250 Sacramento, CA 95814

Please note that this advance notice and comment period is not intended to replace the public's ability to comment once the emergency regulations are re-adopted. The Exchange will observe a 45-day comment period and may hold a public hearing upon written request within the 90-day certification period following the re-adoption date of the emergency regulations.

Please contact Gabriela Ventura Gonzales at 916-228-8477 or info@hbex.ca.gov if you have any questions concerning this Advance Notice. Materials regarding this proposal can be found at http://www.healthexchange.ca.gov/.

FINDING OF EMERGENCY

The Director of the California Health Benefit Exchange finds that an emergency exists and that this proposed emergency re-adoption is necessary to address a situation that calls for immediate action to avoid serious harm to the public peace, health, safety or general welfare. Federal standards under the Minimum Acceptable Risk Standards for Exchanges (MARS-E) require all individuals who have or would have access to specified sensitive information including Personal Identifying Information, Personal Health Information, and Federal Tax Information to be screened before they may be authorized to obtain access to the information systems and devices of the Exchange containing such information. These regulations are promulgated in compliance with such federal guidance to continue protecting and safeguarding customers from unauthorized and illegal access to or disclosure of protected information.

The Exchange has proceeded with diligence to comply with Government Code § 11346.1(e), and it has made substantial progress in that regard. The Exchange intends to make these emergency regulations permanent and has completed multiple steps in fulfilling the obligations required to seek a permanent rulemaking following this readoption. For example, the Exchange has completed a full economic impact statement and has updated the fiscal impact statement (see attached Form 399). The Exchange has also submitted the completed Form 399 for review by the Department of Finance (DOF). Additionally, the Exchange has prepared an Initial Statement of Reasons for the permanent rulemaking. The emergency rulemaking previously approved by OAL on June 27, 2013, will expire on December 25, 2013. The Exchange cannot seek a permanent rulemaking at this time in order to allow for meaningful public participation, including allowing for a full 45-day comment period and public hearing, as well as allowing for a 30 working day review by OAL.

DEEMED EMERGENCY

The Exchange may "Adopt rules and regulations, as necessary. Until January 1, 2016, any necessary rules and regulations may be adopted as emergency regulations in accordance with the Administrative Procedures Act. The adoption of these regulations shall be deemed to be an emergency and necessary for the immediate preservation of the public peace, health and safety, or general welfare." (Gov. Code, § 100504(a)(6)).

AUTHORITY AND REFERENCE

Authority: Government Code Section 100504.

Reference: Government Code Sections 100504 and 1043; Penal Code Section 11105.

INFORMATIVE DIGEST/POLICY STATEMENT OVERVIEW

Documents to be incorporated by reference:

None

Summary of Existing Laws

Under the federal Patient and Protection and Affordable Care Act (PPACA), each state is required, by January 1, 2014, to establish an American Health Benefit Exchange that makes available qualified health plans to qualified individuals and small employers. Existing state law, the California Patient Protection and Affordable Care Act, established the California Health Benefit Exchange within state government, and it specifies the powers and duties of the executive board of the Exchange. Government Code Section 1043 authorizes the Exchange board to require, consistent with the MARS-E, employees, prospective employees, contractors, subcontractors, volunteers, or vendors with access to the information systems and devices of the Exchange containing specified sensitive information to submit a full set of fingerprints for the purpose of conducting a criminal history record check. Government Code Section 1043 further authorizes the Exchange to obtain and receive criminal history information from the California Department of Justice (DOJ) and the U.S. Federal Bureau of Investigation (FBI). Penal Code 11105 authorizes the DOJ to furnish state and federal summary criminal history information to the Exchange in fulfillment of the Exchange's employment, certification, or licensing duties.

Pursuant to the federal MARS-E and Government Code 1043 the proposed regulation would require specific individuals to successfully complete a state and federal level criminal offender record information search through the DOJ prior to his or her appointment to a position with the Exchange that requires fingerprinting. This regulation would clarify which individuals must submit fingerprints. Specifically, it would require after the effective date, individuals whose duties include or would include any of the following to submit fingerprints:

- (1) Access to Federal Tax Information.
- (2) Access to Personal Identifying Information.
- (3) Access to Personal Health Information.
- (4) Access to confidential or sensitive information provided by a member of the public including, but not limited to, a credit card account number or social security number.
- (5) Access to cash, checks, or other forms of payment and accountable items.
- (6) Responsibility for the development or maintenance of the CalHEERS system and other critical automated systems of the Exchange; and
- (7) Access to information technology systems of the Exchange.

Requiring individuals whose duties for the Exchange include or would include access to any of the above to submit fingerprints for processing prior to his or her appointment will ensure that the Exchange receives timely notification of any arrests

or convictions from the DOJ in furtherance of the public peace, health and safety, or general welfare, and satisfies MARS-E requirements.

After an evaluation of current regulations, the Exchange has determined that these proposed regulations are not inconsistent or incompatible with any existing regulations. The Exchange has determined these are the only regulations that concern the fingerprinting and background checks requirements for individuals whose duties with the Exchange would include access to the specified information above.

JUSTIFICATION FOR DUPLICATION

This proposed regulation was developed with significant stakeholder engagement to implement and clarify information from the fingerprinting and background checks process authorized under Government Code 1043. The regulation duplicates text from Government Code 1043 related to the direct implementation of the fingerprinting process to contain such information in the same source for clarity and improved access to information for individuals affected by this section pursuant to section 12(b), title 1, California Code of Regulations.

MATTERS PRESCRIBED BY STATUTE APPLICABLE TO THE AGENCY OR TO ANY SPECIFIC REGULATION OR CLASS OF REGULATIONS

None.

LOCAL MANDATE

The Executive Director of the California Health Benefit Exchange has determined that this proposed regulatory action does not impose a mandate on local agencies or school districts.

FISCAL IMPACT ESTIMATES (Attached Form 399)

This proposal does not impose costs on any local agency or school district for which reimbursement would be required pursuant to Part 7 (commencing with Section 17500) of Division 4 of the Government Code. This proposal does not impose other nondiscretionary cost or savings on local agencies.

COSTS OR SAVINGS TO STATE AGENCIES (Attached Form 399)

The proposal results in additional costs to the California Health Benefit Exchange, which is currently funded by federal grant money and will become financially self-sustaining in 2015. The proposal does not result in any costs or savings to any other state agency.



December 13, 2013

STATEMENT OF CONFIRMATION OF MAILING OF FIVE-DAY EMERGENCY NOTICE

(Title 1, CCR section 50(a)(5)(A))

The California Health Benefit Exchange sent notice of the proposed emergency action to every person who has filed a request for notice of regulatory action at least five working days before submitting the emergency regulation to the Office of Administrative law in accordance with the requirements of Government Code section 11346.1, subdivision (a)(2).

CALIFORNIA HEALTH BENEFIT EXCHANGE BOARD RESOLUTION NO. 2013-90

In the matter of the readoption of the Fingerprinting and Criminal Records Check Regulations.

In accordance with Government Code Sections 100500(i), 100503(s), 100504(a)(6) and 1043, the Executive Director or his authorized designee be authorized to submit to the Office of Administrative Law an emergency regulations package concerning fingerprinting and criminal records checks. The emergency regulations package shall include the draft regulations reviewed and approved by the Board on this date.

CERTIFICATION

I, Peter V. Lee, Executive Director of the California Health Benefit Exchange, do hereby certify that the foregoing action was duly passed and adopted by the California Health Benefit Exchange Board at an official meeting thereof on November 21, 2013.

Peter V. Lee

Executive Director

California Health Benefit

Exchange

STATE OF CALIFORNIA — DEPARTMENT OF FINANCE ECONOMIC AND FISCAL IMPACT STATEMENT

(REGULATIONS AND ORDERS) STD. 399 (REV. 12/2008)

See SAM Section 6601 - 6616 for Instructions and Code Citations

DEPARTMENT NAME	CONTACT PERSON	TELEPHONE NUMBER
California Health Benefit Exchange (HBEX)	Gabriela Ventura Gonzales	916-228-8269
DESCRIPTIVE TITLE FROM NOTICE REGISTER OR FORM 400		NOTICE FILE NUMBER
Fingerprinting and Criminal Background Chec	eks - HBEX Employees	Z
	ECONOMIC IMPACT STAT	EMENT
A. ESTIMATED PRIVATE SECTOR COST IMPACTS	(Include calculations and assumptions in t	he rulemaking record.)
1. Check the appropriate box(es) below to indicate wh	ether this regulation:	
a. Impacts businesses and/or employees	e. In	nposes reporting requirements
b. Impacts small businesses	f. In	poses prescriptive instead of performance
c. Impacts jobs or occupations	g. In	npacts individuals
d. Impacts California competitiveness		one of the above (Explain below. Complete the scal Impact Statement as appropriate.)
h. (cont.)		
(If any box in Items 1 a through g is checked		nt.)
2. Enter the total number of businesses impacted: 1	Describe the types of bus	inesses (Include nonprofits.):
Fingerprinting imaging services		
Enter the number or percentage of total businesse	s impacted that are small businesses: 100	0%
3. Enter the number of businesses that will be created	: N/A eliminate	d:
Explain:		
-		
4. Indicate the geographic extent of impacts:	Statewide Local or regional (List	areas.):
DI/A		
5. Enter the number of jobs created: N/A or elim	inated: Describe the types of job	s or occupations impacted:
O JAPINAL For second some second		
6. Will the regulation affect the ability of California bu	sinesses to compete with other states by m	naking it more costly to produce goods or services here?
Yes No If yes, expl	ain briefly:	
P. FOTHATED COOTS (I.)		
B. ESTIMATED COSTS (Include calculations and ass	sumptions in the rulemaking record.)	
1. What are the total statewide dollar costs that busing	esses and individuals may incur to comply	with this regulation over its lifetime? \$see below.
a. Initial costs for a small business: \$ N/A	Annual ongoing costs: \$	Years:
b. Initial costs for a typical business: \$ N/A	Annual ongoing costs: \$	Years:
c. Initial costs for an individual: \$	Annual ongoing costs: \$	Years:
d. Describe other economic costs that may occur:	See attached.	
a same seem and same		

ECONOMIC AND FISCAL IMPACT STATEMENT cont. (STD. 399, Rev. 12/2008)

2. If multiple industries are impacted, en	ter the share of total costs for e	each industry: N/A	
		osts a typical business may incur to comply with these requirements. (Incerwork, whether or not the paperwork must be submitted.): $\P^{N/A}$	clude the dollar
 Will this regulation directly impact hor number of units: 	using costs? Yes	No If yes, enter the annual dollar cost per housing unit:	and the
5. Are there comparable Federal regulat	استنبنا	Explain the need for State regulation given the existence or absence ents of Government Code Section 1043.	e of Federal
Enter any additional costs to busines	ses and/or individuals that may	y be due to State - Federal differences: \$ N/A	
C. ESTIMATED BENEFITS (Estimation	of the dollar value of benefits is	s not specifically required by rulemaking law, but encouraged.)	
Briefly summarize the benefits that m	ay result from this regulation ar	nd who will benefit: Consumers will benefit from this	
rulemaking, as HBEX employee	s must clear background ch	neck to safeguard the handling of sensitive and confidential	
personal information of the cons	sumers.		
Explain: Government Code Section B. What are the total statewide benefits C. ALTERNATIVES TO THE REGULAT specifically required by rulemaking law,	from this regulation over its life	assumptions in the rulemaking record. Estimation of the dollar value of b	enefits is not
List alternatives considered and desc		was ware considered, evaluin why not	
		es with Government Code Section 1043.	
2. Summarize the total statewide costs	and benefits from this regulation	n and each alternative considered:	
Regulation:	Benefit: \$ N/A	Cost: \$ see B(1)(d)	
Alternative 1:	Benefit: \$	Cost: \$	
Alternative 2: 3. Briefly discuss any quantification issu N/A	Benefit: \$ ies that are relevant to a compa	Cost: \$arison of estimated costs and benefits for this regulation or alternatives:	174
W			
4. Rulemaking law requires agencies t	o consider performance standa	ards as an alternative, if a regulation mandates the use of specific techno	logies or
		ormance standards considered to lower compliance costs?	- Company
Explain: N/A			<u>.</u>
E. MAJOR REGULATIONS (Include of	calculations and assumptions	in the rulemaking record.) Cal/EPA boards, offices, and departments	are subject to t

ECONOMIC AND FISCAL IMPACT STATEMENT cont. (STD. 399, Rev. 12/2008)

1. Will the estimated c	osts of this regulation to California business enterpri	ises exceed \$10 million?	No (If No, skip the rest of this section.)
	ch equally as an effective alternative, or combination	n of alternatives, for which a cost-effectiveness	s analysis was performed:
Alternative 1: N/A			
Alternative 2:	2		
3. For the regulation, a	and each alternative just described, enter the estima	ited total cost and overall cost-effectiveness ra	atio:
Regulation:	\$ see B(1)(d)	Cost-effectiveness ratio: $\$ \frac{N/A}{}$	
Alternative 1:	\$	Cost-effectiveness ratio: \$	
Alternative 2:	\$	Cost-effectiveness ratio: \$	
	FISCAL IN	IPACT STATEMENT	
A. FISCAL EFFECT C year and two subsequ	N LOCAL GOVERNMENT (Indicate appropriate bo ent Fiscal Years.)	exes1 through 6 and attach calculations and a	ssumptions of fiscal impact for the current
	enditures of approximately \$ticle XIII B of the California Constitution and Section		
a. is pro	ovided in, Budget Act	of or Chapter	, Statutes of
b. will b	e requested in the	Governor's Budget for appropriation in Budç	get Act of
Section 6 of Ar	enditures of approximately \$ ticle XIII B of the California Constitution and Section ements the Federal mandate contained in	is 17500 et seq. of the Government Code beca	ause this regulation:
	ments the court mandate set forth by the		
	urt in the case of		
	ements a mandate of the people of this State expres		
d. is issi	ued only in response to a specific request from the		
,		, which is/	are the only local entity(s) affected;
e. will t	e fully financed from the	(FEES, REVENUE, ETC.)	authorized by Section
	of the		Code;
f. prov	ides for savings to each affected unit of local govern	nment which will, at a minimum, offset any add	ditional costs to each such unit;
g. crea	tes, eliminates, or changes the penalty for a new cri	me or infraction contained in	
3. Savings of ap	oproximately \$annually.		
4. No additional	costs or savings because this regulation makes on	ly technical, non-substantive or clarifying char	nges to current law regulations

ECONOMIC AND FISCAL IMPACT STATEMENT cont. (STD. 399, Rev. 12/2008)

B. FISCAL EFFECT ON STATE GOVERNMENT (Indicate appropriate boxes 1 through 4 and attach calculations and assumptions of fiscal impact for the current year and two subsequent Fiscal Years.) 1. Additional expenditures of approximately \$ in the current State Fiscal Year. It is anticipated that State agencies will:
year and two subsequent Fiscal Years.)
1. Additional expenditures of approximately \$ in the current State Fiscal Year. It is anticipated that State agencies will:
a. be able to absorb these additional costs within their existing budgets and resources.
b. request an increase in the currently authorized budget level for thefiscal year.
2. Savings of approximately \$ in the current State Fiscal Year.
3. No fiscal impact exists because this regulation does not affect any State agency or program.
4. Other. See attachment.
C. FISCAL EFFECT ON FEDERAL FUNDING OF STATE PROGRAMS (Indicate appropriate boxes1 through 4 and attach calculations and assumptions of fiscal impact for the current year and two subsequent Fiscal Years.)
1 . Additional expenditures of approximately \$ in the current State Fiscal Year.
2. Savings of of approximately \$ in the current State Fiscal Year.
3. No fiscal impact exists because this regulation does not affect any federally funded State agency or program.
4. Other. See attachment.
FISCAL OFFICER SIGNATURE DATE
11.20-2013
AGENCY SECRETARY 1 APPROVAL/CONCURRENCE APPROVAL/CONCURRENCE APPROVAL/CONCURRENCE APPROVAL/CONCURRENCE
PROGRAM BUDGET MANAGER DEPARTMENT OF FINANCE
APPROVAL/CONCURRENCE

The signature attests that the agency has completed the STD.399 according to the instructions in SAM sections 6601-6616, and understands the
impacts of the proposed rulemaking. State boards, offices, or department not under an Agency Secretary must have the form signed by the highest
ranking official in the organization.

^{2.} Finance approval and signature is required when SAM sections 6601-6616 require completion of Fiscal Impact Statement in the STD.399.

CALIFORNIA HEALTH BENEFIT EXCHANGE (HBEX) PROPOSED REGULATION FINGERPRINTING AND CRIMINAL RECORD CHECKS STD 399

Economic Impact Statement

Section B - Estimated Costs

1.d. Proposed rulemaking will generate estimated revenue of \$46,000 in FY 2013-14, \$3,000 in FY 2014-15, and \$3,000 in FY 2015-16 for Capital LiveScan (contractor). This is the estimated amount HBEX is paying the contractor for the fingerprinting services.

Fiscal Impact Statement

Section B - Fiscal Effect on State Government

4. The proposed regulation affects HBEX employees who handle sensitive and confidential information of the public (consumers). These employees will be in California Healthcare Eligibility, Enrollment, and Retention System (CalHEERS), Service Centers, and Financial Management. The chapter date of Senate Bill (SB) 509 was June 17, 2013 and the regulation became effective ten days later, on June 27, 2013. Therefore, the regulation will affect those employees hired after June 27, 2013. As Attachment B indicates, the estimated annual cost impact to the HBEX Fund is \$1,000 in FY 2014-15 and \$3,000 in FY 2015-16. However, as HBEX becomes self-sustaining in January 1, 2015, HBEX will adjust the rates, if necessary, to collect sufficient revenue to offset these costs. This proposal has no impact on the General Fund.

Section C - Fiscal Effect on Federal Funding of State Programs

4. The proposed regulation affects HBEX employees who handle sensitive and confidential information of the public (consumers). The chapter date of Senate Bill (SB) 509 was June 17, 2013 and the regulation became effective ten days later, on June 27, 2013. Therefore, the regulation will affect those employees hired after June 27, 2013. These employees will be in CalHEERS, Service Centers, and Financial Management. As Attachment B indicates, the estimated cost impact to the Federal Funds (Grant) is \$46,000 in FY 2013-14 and \$2,000 in FY 2014-15. This proposal has no impact on the General Fund.

CALIFORNIA HEALTH BENEFIT EXCHANGE

PROPOSED RULEMAKING

FINGERPRINTING & CRIMINAL RECORD CHECKS - HBEX EMPLOYEES

STD 399

(whole dollars)

														s
			CalHEERS		Š	Service Center	,		Finance			TOTAL	AL	
•	Fiscal Year	Fiscal Year 2013-14 2014-15 2015-16	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	2013-14	2014-15	2015-16	3-Year
TOTAL AUTHORIZED POSITIONS		35.0	35.0		717.0	717.0	717.0	57.0	57.0	57.0				
TOTAL FILLED (as of 7/1/13)		25.0	35.0	35.0	8.0	717.0	717.0	32.0	57.0	57.0				
		10.0	0:0	0.0	709.0	0.0	0.0	25.0	0.0	0.0				
BACK-FILLS DUE TO ATTRITION		1.0	2.0	2.0	0.0	36.0	36.0	2.0	3.0	3.0				
POSITION CHANGE, BY FISCAL YEAR	œ.	11.0	2.0	2.0	709.0	36.0	36.0	27.0	3.0	3.0	747.0	41.0	41.0	829.0
		\$32		\$32	\$32	\$32	\$32	\$32	\$32	\$32				
		\$17	\$17		\$17	\$17	\$17	\$17	\$17	\$17				
		\$12	\$12	\$12	\$12	\$12	\$12	\$12	\$12	\$12				
	•	\$61	\$61	\$61	\$61	\$61	\$61	\$61	\$61	\$61	\$61	\$61	\$61	\$61
COST IMPACT (FEDERAL GRANT)		\$671	\$61	0\$	\$43,249	\$1.098	Ş	\$1.647	\$92	\$0	\$45,567	\$1,251	\$0	\$46,818
COST IMPACT (HBEX FUND)		\$0	\$61	\$122	\$0	\$1,098	\$2,196	\$	\$92	\$183	\$0		\$2,501	\$3,752
	•	\$671	\$122	\$122	\$43,249	\$2,196	\$2,196	\$1,647	\$183	\$183	\$45,567	\$2,501	\$2,501	\$50,569

A CORI = Criminal Offender Record Information

Assumptions:

1. Total authorized positions were based on Position Authority/HR Reconciliation (includes Board approved positions and Executive Director's approved positions) as of 10/30/13.

2. Total Filled - Fully staffed as of December 2013. Position counts extracted from the Position Summary (PSR as of 11/12/13). HBEX incurs one-time fingerprinting cost per new hire/appointment.

3. Assume all positions are filled in FY 2013-14 and an attrition rate of 5% starting in FY 2013-14, with an immediate backfill of positions.

4. State and Federal CORI fees per contracts with Capital Live Scan.

5. Rolling fee per contracts with Capital Live Scan.

6. Cost impact to Federal Grant is through 12/31/14.

Cost impact to HBEX Fund starts 1/1/15.

8. Cost for employees to travel to LiveScan are assumed minimal because there are sufficient LiveScan stations throughout California to minimize travel costs.

⁸ Rolling = Fingerprinting

^{9.} No fingerprint costs were incurred in FY 2012-13.